

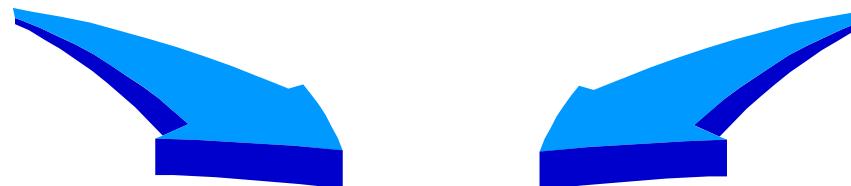
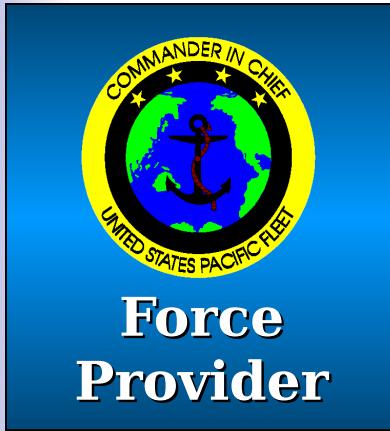


We Learn and Develop Together



ADVANCED TECHNOLOGY . . . INNOVATIVE SOLUTIONS . . . SYSTEMS EXCELLENCE . . . TEAM

Team Development Effort





TFMMS

MDST (Manpower Decision Support Tool) Briefing

*Ed Yamashiro
Milczewsky
CPF N1213*

*Wolfgang
SSC D652*



Agenda

- Introduction**
- Product Overview**
- Features**
- Discussion Items**



Objective of Briefing

- Support N1T / BUPERS CIO Single Integrated Human Resource Strategy (SIHRS)**
- Introduce MDST "Prototype" to Navy Claimants**
- Offer Opportunity to Review & Comment on MDST Development Strategy**
- Become Participant in Joint Development Effort**



Vision

The development and implementation of a web-enabled Manpower Decision Support Tool designed to support the Navy Manpower Community in performing unclassified analysis and authoritative work-studies, using databases to effectively support and manage emerging manpower requirements.

*** *SIPRNET (Classified Systems Only)***



Who Are We ... Force Provider

The mission of the Commander in Chief, U.S. Pacific Fleet, is to support the U.S. Pacific Command's theater strategy, and to provide interoperable, trained and combat-ready naval forces to USCINCPAC and other U.S. unified commanders. As such, the U.S. Pacific Fleet is a "force provider" to unified commanders in various theaters around the world.





Who Are We ... In-Service Provider

The Space and Naval Warfare Systems Center, San Diego (SSC San Diego) is responsible for development and deployment of '*state-of-the-art*' technology to collect, transmit, process, display and, most critically, manage information essential to Naval

**We Face the ... Fleet
We Work with ... Real World
Problems**



Where We Were 1998

**Revolution in Business Affairs (RBA)
Recruiting, Retention, Training, and
Assignment (RRTA) Working Group
established in Fall 1998**

1

- Examined full range of MPT issues
- Established Navy Human Resources Board of Directors (NHRBOD)



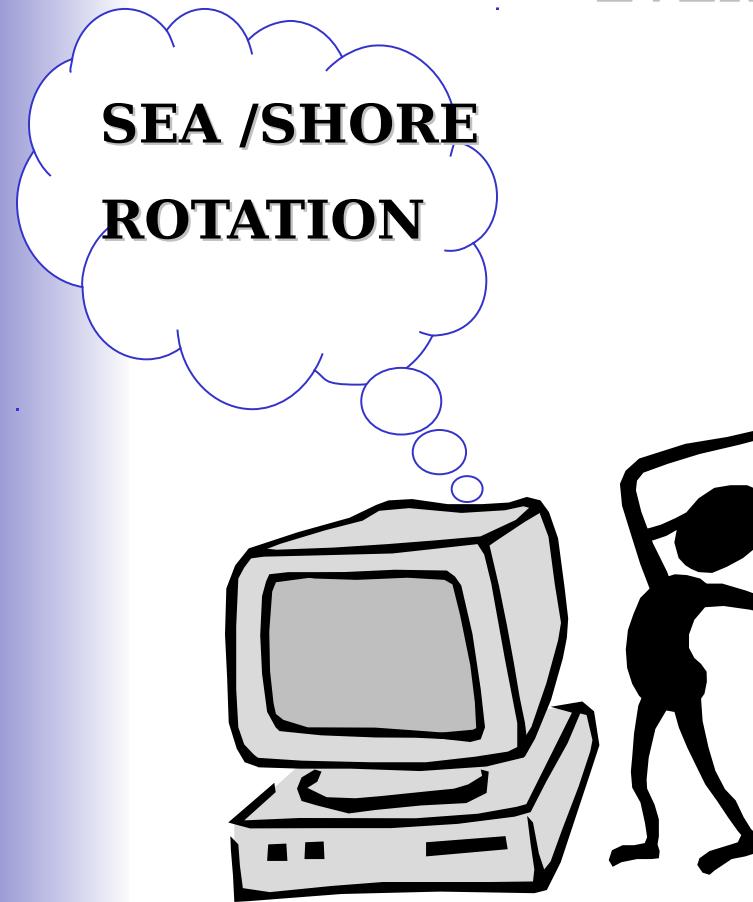
Recommendations

1. Link sea/shore rotation
2. Market-based compensation system
3. Institute life-long learning
4. Implement innovative recruiting
6. ~~strategic IT~~
5. Career management
- alternative strategies



Where We Were 1998

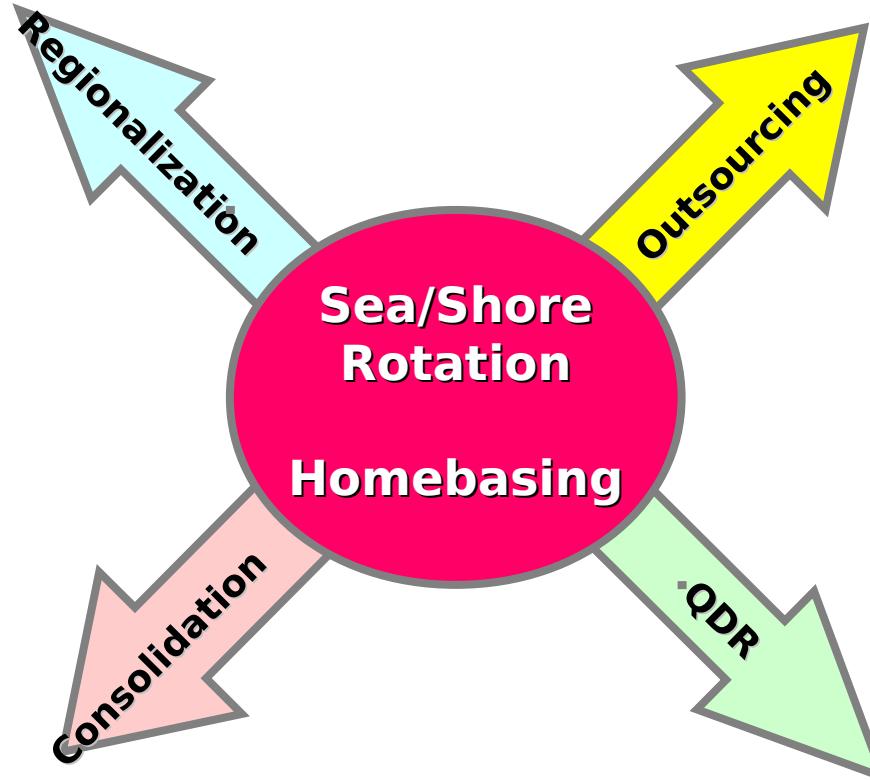
**SEA/SHORE ROTATION IS EFFECTED BY ALMOST
EVERY ISSUE**



OUTSOURCING
REGIONALIZATION
FORCE REDUCTION
CONSOLIDATION
OVERSEAS SHORE
QDR
MAJOR CLAIMANTS
RESOURCE SPONSORS
COMMUNITY
MANAGERS



Manpower Challenges 1998



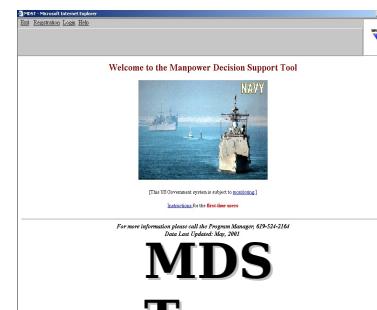
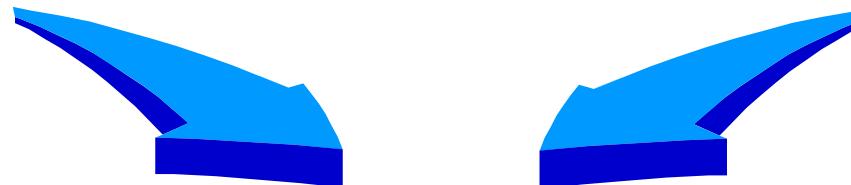
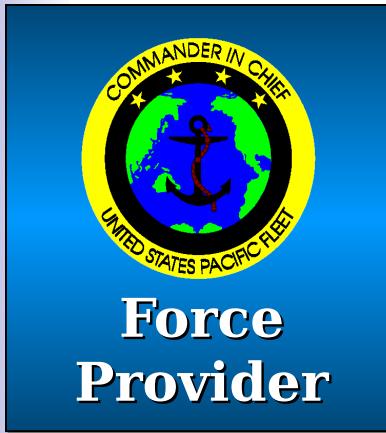
ALL STOVEPIPES - NO INTERACTI
10



How We Learned

ADVANCED TECHNOLOGY . . . INNOVATIVE SOLUTIONS . . . SYSTEMS EXCELLENCE . . . TEAMWORK

Team Development Effort





CINCPACFLT Initial Requirement



Monthly TFMMS
CD

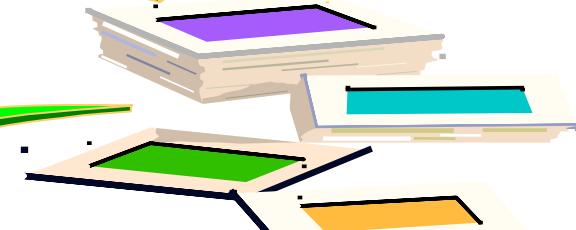
3-4 Analysts



2-3 Weeks



Just to Begin FCA Analysis /
Work Study



Produce 18
EXCEL
Spreadsheets

* As of September 19
12



Current CINCPACFLT Requirements



Establish a decision support tool for managing Career Progress based on:

- Force Structure**
- Billet Distribution**
- Sea Shore Rotation**
- Navy End Strength**
- Accessibility Via NIPRNET**
- RATE/NEC,**

DESIGNATOR/NOBC

AQDs,

Mergers, Consolidations, SCN,

¹³



Manpower and Personnel

Drivers



- Support BUPERS Single Integrated Human Resource Strategy (SIHRS)**
- Manage to Defense Planning Guide Revisions**
- Establish Total Force Strategic Workforce Planning Capability**
- Manage Civilian End Strength at the AUIC and *PE Level Across the FYDP**
- Centralized Validation of Shore Manpower Requirements**
- Modernization of Manpower and Personnel Information Systems**

***SIPRNET (Classified Systems Only)**



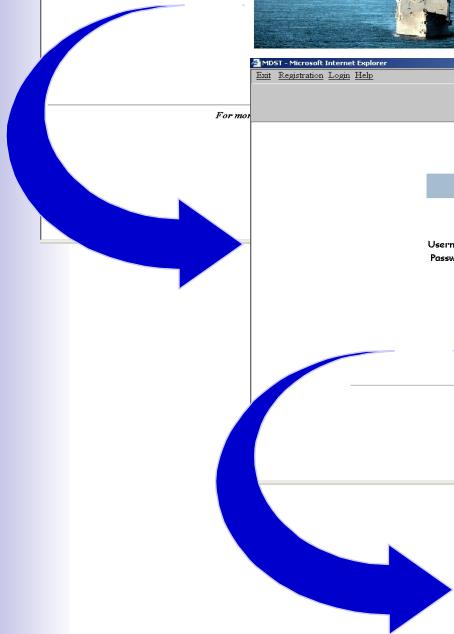
MDST - Meeting the Need



- Data Warehousing & Mining**
 - **Enlisted Community by EMC/RATE/NEC within NCA/AUIC**
 - **Officer Community by DESIGNATOR/NOBC within NCA/AUIC**
 - **Civil Service by OCC Code and Pay Plan within NCA/AUIC**
 - **Force Structure by NCA/AUIC**
- Forecasting Tool “What if” Capability**
- Automated Report Generation for TEMMS**



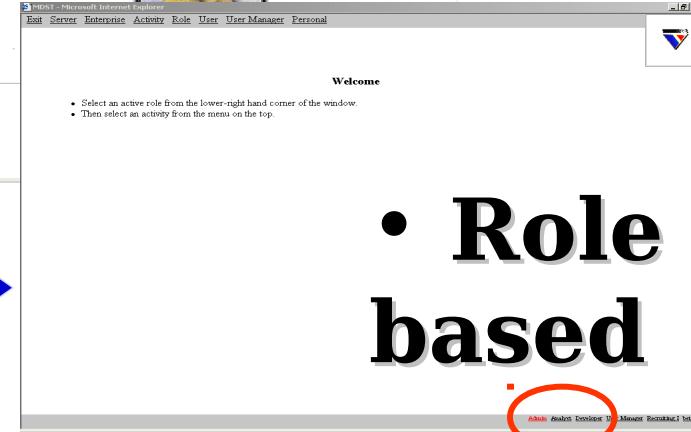
Manpower Decision Support Tool



- Web enabled



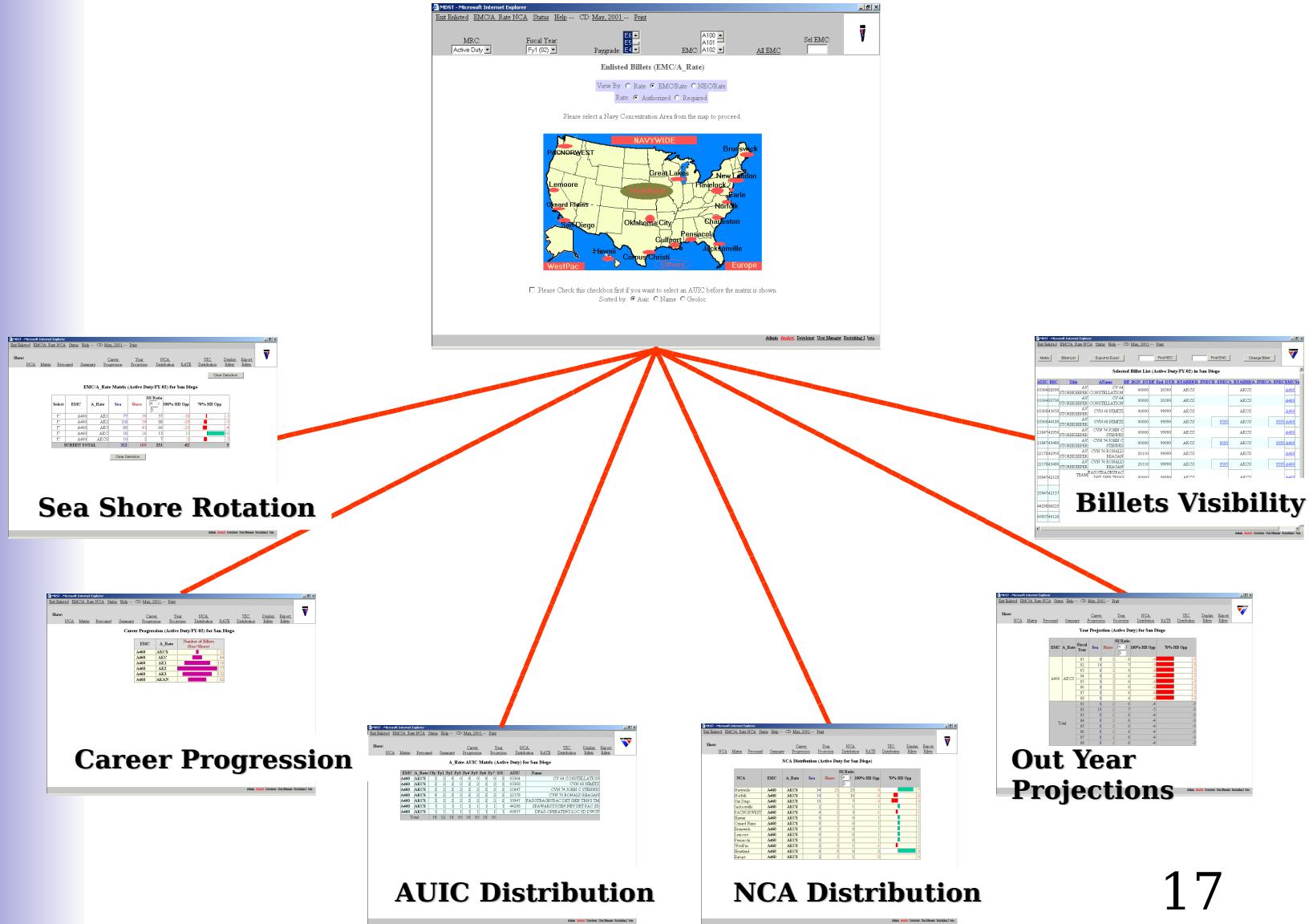
- Secure log-in



- Role & view based

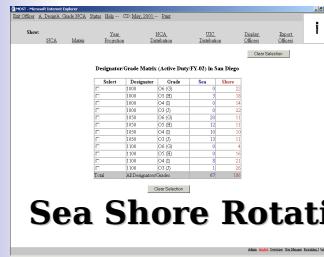
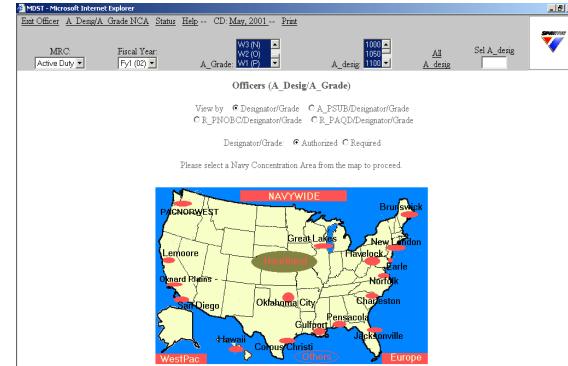


Enlisted Data Mining & Modeling

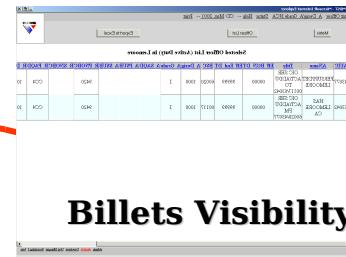




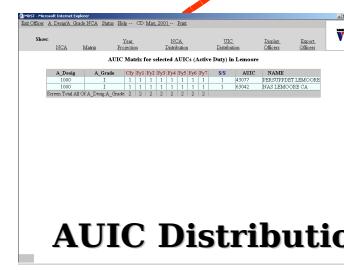
Officer Data Mining & Modeling



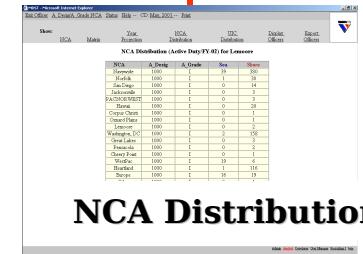
Sea Shore Rotation



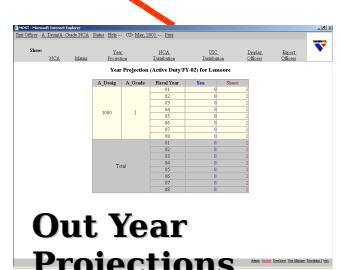
Billets Visibility



AUIC Distribution



NCA Distribution



Out Year Projections



Asian Manpower Management

<div[](https://www.tfmms.com/images/logo.png)

Required 36 Billets

Authorized 36 Billets

<divBillet Matrix!

<divBillets

DCPDS

Inventory

39 People



“What If” Analysis Capability

Three screenshots of Microsoft Internet Explorer windows demonstrating the "What If" Analysis Capability. The first window shows a map of the United States with various Navy Concentration Areas (NCA) marked. The second window shows a similar map with a different area highlighted. The third window is a detailed table titled "Career Progression (Active Duty/FY-02) for San Diego".

Career Progression (Active Duty/FY-02) for San Diego

EMC	A_Rate	Number of Billets (Sea/Shore)
A460	AKCS	12
A460	AKC	44
A460	AK1	116
A460	AK2	177
A460	AK3	132
A460	AKAN	82

- Billet Changes**

- Force Structure**

- Career Progression**



Tailored Extracts & Views

MDST - Microsoft Internet Explorer

Exit Enlisted EMC/A Rate NCA Status Help CD: May, 2001 -- Print

MRC: Active Duty Fiscal Year: Fy1 (02) Paygrade: E3 EMC: A102 Sel EMC: All EMC

The Selected Parameter List

The Selected NCA List:

- Navywide

The Selected AUIC List:

None

The Selected EMC/Rate List:

The Selected SeaShore Rotation Constraint:

4/3

The Fields Selected to Show in the Billet Table:

AUIC	BSC	BIN	Title	AName	Clmt_Code	Geo_Loc	Eff_BGN_DT	Eff_End_DT	RFC	MEC	MRC	RSR	RTABBR	R_PNEC	R_SNEC	PFAC	SFACA	RTAI
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>						

[Back](#)

Admin Analyst Developer User Manager Recruiting I beta



Capabilities Under Development



- Activity Manpower Documents (AMD)**
- Automated Enlisted Quality Guidance Matrix**
- Near Match of Personnel Distribution Rating Control Numbers (RCN) to Enlisted Management Codes (EMC) to Billet Sequence Code (BSC)**
- Occupational & Skills Database**



Activity Manpower Document

MDST - Microsoft Internet Explorer
Exit AMD CLMT Status Help -- CD: May, 2001 -- Print

Clist List UIC List AMD Export AMD Civilian Strength Display Billets

Activity Manpower Document
BSC Range 00000 to 99999

Activity Code	Activity Name	UIC	Client	SMC	Home Post/Geo Location	SUT	S/S	MCA	Prob	Pushed	Packed
6027001000	FASFAC SAN DIEGO	09120	CINCPACFLT	20	CA, SAN DIEGO	0	1	P	D1	70	ED21 203543 2039402

Current Requirement and Authorization Totals by Paygrade or Category

Officer	Req	Rgt	Capt	Cdr	1/Cdr	Li	LCdr	Ena	CWO 4	CWO 3	CWO 2	WO 1	Total
Req	URL	0	0	0	0	0	0	0	0	0	0	0	0
	RL	0	0	0	0	0	0	0	0	0	0	0	0
	Staff	0	0	0	0	0	0	0	0	0	0	0	0
	LDO	0	0	0	1	2	0	0	0	0	0	0	3
	WDO	0	0	0	0	0	0	0	0	0	0	0	0
	WD	0	0	1	2	1	4	0	0	0	0	0	8
	Total	0	1	2	1	4	0	0	0	0	0	0	8
Auth	URL	0	1	1	1	2	0	Ena	CWO 4	CWO 3	CWO 2	WO 1	Total
	RL	0	0	0	0	0	0	0	0	0	0	0	0
	Staff	0	0	0	0	0	0	0	0	0	0	0	0
	LDO	0	0	0	1	2	0	0	0	0	0	0	3
	WDO	0	0	0	1	2	0	0	0	0	0	0	3
	WD	0	0	1	2	0	0	0	0	0	0	0	0
	Total	0	1	2	1	4	0	0	0	0	0	0	8
Enlisted	Req	MCPD	SCPO	CPO	PO1	PO2	PO3	ES-1	ES-2	ES-3	ES-4	Total	
	Req	0	1	2	0	26	41	27	0	0	0	113	
	Auth	0	1	2	0	26	41	27	0	0	0	113	
Isolated General Schedules													
Req	Auth	1E-10	1E-11	1E-12	1E-13	1E-14	1E-15	1E-16	1E-17	1E-18	1E-19	Total	
		0	0	0	0	0	0	0	0	0	0	11	
Paygrade Schedules													
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Paygrade Details													
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Paygrade Details													
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Paygrade Details													
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Paygrade Details													
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Paygrade Details													
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Paygrade Details													
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Paygrade Details													
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Paygrade Details													
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Paygrade Details													
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Paygrade Details													
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		0	0	0	0	0	0	0	0	0	0	0	
Paygrade Details													
Req	Auth	1E-10	1E-11	1E-12	1E-13	1E-14	1E-15	1E-16	1E-17	1E-18	1E-19	Total	
		0	0	0	0	0	0	0	0	0	0	0	
Paygrade Details													
Req	Auth	1E-10	1E-11	1E-12	1E-13	1E-14	1E-15	1E-16	1E-17	1E-18	1E-19	Total	
		0	0	0	0	0	0	0	0	0	0	0	
Paygrade Details													
Req	Auth	1E-10	1E-11	1E-12	1E-13								



Accomplishments & ROI

- Realigned Over 8,000 Billets by June 1999 to Improve Sea Shore Rotation**
- Removed 20,000 Military Billets From Outsourcing Consideration**
- Supported Carrier Placement Determination**
- Realigned PACFLT IMAs Billets in Support of CNO's NAMTS/BFIMA Program**
- Modeled Data Supported Establishment of a Professional Security Force (MA Rating)**



Discussion Items

MDST - Microsoft Internet Explorer

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Welcome to the Manpower Decision Support Tool



[This US Government system is subject to [monitoring](#).]

[Instructions](#) for the **first-time users**

For more information please call the Program Manager, 619-524-2164
Data Last Updated: May, 2001

❖ <https://198.253.117.197>



Back-up Slides



SIHRS Strategy

SIHRS is a vision and a strategy... not a program...

A world class human resource system supporting all Navy: single data entry to logically linked databases; icon driven integrated applications; broad access at the headquarters, command, and individual level leveraging the Navy/Marine Corps Intranet; enabling enhanced decision making, reduction of command level of effort to manage/support personnel, and simplified processes for Sailors to review records, update information, and enable major process improvements ...



Development of Navy Manpower Decision Support Tool



ADVANCED TECHNOLOGY . . . INNOVATIVE SOLUTIONS . . . SYSTEMS EXCELLENCE . . . TEAMWORK

N1T / BUPERS CIO Team Development

